

Peer Support & Mentoring in Law Enforcement

Enhancing Health, Performance, and Accountability

Live-Stream Interactive Course

June 28 - 29, 2021

The first line of defense against employee failure is the recognition of the first stages of peer crisis and by providing early intervention. Even better is to provide support from the first day of hire throughout employee development. This is difficult in the public safety arena for many reasons. Public safety employees are not trusting of individuals outside their peer groups. They have heard hollow promises ad nauseam from those claiming to want to help. Public safety employees can quote horror stories of peers who have stepped forward for help only to face agency or legal sanction or loss of employment. Agencies with healthy peer support and mentoring teams can successfully reduce the onset and life cycle of employee distress through a combination of proactive and reactive responses. Peer support responds to critical incidents and employee personal or professional crisis to ensure long term support for employees and their families through a formal cooperative design.

In 2010 the Indianapolis Metropolitan Police Department (IMPD) established a formal Peer Support and Mentoring program that has become the model for law enforcement employer and employee resiliency and wellness response. In 2015, IMPD received the prestigious DOJ/BJA/NLEOMF Destination Zero VALOR award for Officer Wellness. In that same year IMPD Captain Brian Nanavaty appeared in front of the U.S. Congress to provide testimony on law enforcement wellness. In April 2016, U.S. Attorney General Loretta Lynch stated “the Indianapolis police wellness program should be the model for law enforcement wellness across the United States."

$390 for the first attendee ($195 per additional)

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Peer Support & Mentoring in Law Enforcement

Course Objectives:

- Understand the importance of peer support and mentoring before officers are in crisis.
- Utilize the Mentor-Mentee relationship during the recruiting and probationary process to assess and address long-term risk.
- Understand how promoting employee wellness and development reduces distress (both on and off-duty) which results in reduced liability for the organization.
- How implementing organizational strategies for developing and maintaining healthy employees benefits the officer, the organization, the union, the community and the officer's family.
- Recognize how emotional intelligence could positively impact officer behavior and interaction with the public.
- The importance of recruiting healthy peers and mentors and how to build and maintain strong, successful peer teams.
- Utilize the personality-behavior DISC tool to understand what makes the Mentor and Mentee "tick."
- How an active peer support and mentoring program could help retain employees and create a positive image to market your agency to potential applicants.



Captain Brian Nanavaty (Ret.)

Indianapolis Metropolitan Police Department

Captain Nanavaty spent 33 years with the Indianapolis Metropolitan Police Department (IMPD), retiring in 2017 as Professional Performance Manager for the Office of Police Officer Development and Wellness. His innovative officer and agency wellness and development program created a culture of health at IMPD and resulted in a reduction of officer failures and disciplinary referrals by 40%. During his career and in retirement, Captain Nanavaty continues to instruct officers, executives, union officials, insurance providers, and clinicians in the areas of personal and career survival.